

City of Detroit

CITY COUNCIL

IRVIN CORLEY, JR.
DIRECTOR
(313) 224-1076

FISCAL ANALYSIS DIVISION
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ANNE MARIE LANGAN
DEPUTY DIRECTOR
(313) 224-1078

TO: COUNCIL MEMBERS

FROM: Irvin Corley, Jr., Director *ICJ*

DATE: February 5, 2010

RE: Implementation of Fringe Benefit Changes for Specific Bargaining Units
Non-Union Executive and Legislative Employees

Council Member Brenda Jones requested a report from the Fiscal Analysis Division on the three letters and resolutions the Labor Relations Division of the Human Resources Department submitted for Council approval. The resolutions are necessary to implement fringe benefit changes that have either been negotiated with specific bargaining units, are being imposed by the Administration on the bargaining units, or extended to non-union executive and legislative employees. These three resolutions cover approximately 2,700 employees in total, 1,400 unionized employees, and 1,300 non-union employees.

Two of the letters and resolutions cover represented groups of employees and the requests are submitted in two actions covering different contract periods. The periods covered are 2005–2008 as outlined in Schedule A2-2, and 2008-2012 as outlined in Schedules A-1, and A2-1. In general, other than for minor items specific to certain bargaining units, the fringe benefit changes for the 2008-2012 period are the same.

The third letter and resolution covers the period of 2008-2012 and is extending the “pattern” fringe benefits to the non-union executive and legislative employees. This is a change from the past, because in past practice, it was always the agreement reached with AFSCME that determined the pattern for non-union employees. At this point, the Administration must feel that there are enough employees covered by negotiated agreements or imposition that the “pattern” has been determined. The Administration has submitted to the Clerk a revised letter and resolution for the group of non-union employees. We do not have the official copy, but bargaining units were taken off the list – police uniform executives and board commissioners – and typos were corrected.

Included in this report as Attachment I are a number of questions to the Administration on this request, and the Administration’s responses. Included with the responses are some cost estimates on the savings that are anticipated from the fringe benefit changes. Council Members can note these are annual savings and since more than one-half of the fiscal year has passed, savings for the current year will be reduced. Also the cost savings

of some of the items are not clearly identified or quantified in this material. It is important for Council to get a complete accounting of how these contract negotiations impact the operational deficit reduction plan.

However, as two of these letters and resolutions are the result of negotiation or imposition of the City's offer with various bargaining agreements there is not much of an option for Council other than to approve these resolutions. Any delay in approval will only reduce the savings realized in the current fiscal period. The same is true, as it relates to the savings for the City for the non-union group of employees, however since these changes are not the result of collective bargaining, Council could modify the "pattern" of fringe benefits granted to these employees. Modifying the "pattern" is not recommended.

One last point I believe some of the benefit modification, specifically changes to post employment benefit changes for retirees may require changes to ordinances to maintain consistency. The staff of Labor Relations has indicated the required actions will be submitted once the 2008-2012 labor negotiation process is completed.

Attachments

cc: Council Divisions
Auditor General
Norman White, CFO
Barbara Wise-Johnson, Labor Relations
Anita Berry, Labor Relations
Kamau Marable, Mayor's Office



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

Internal Operations
Standing Committee
Referred to Committee: 1-26-2010
LINE ITEM# 25 Date: 1-27-2010
Disposition BB 1 week

Internal Operations
Standing Committee
Date: 2-3-10
UNFINISHED BUSINESS # 12
Disposition BB 1 wk

WWW.DETROITMI.GOV

January 13, 2010

Honorable City Council:

RE: Implementation of Certain Fringe Benefit Changes

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution that authorizes action to implement the new fringe benefit changes, as set forth in the attached Schedule A2-1 and A2-2, for the following bargaining units who have settled and ratified their 2005-2012 labor agreements or whose 2005-2012 labor agreements were imposed.

- 1) UAW Local 412, Unit 86 – Law Department Paralegals (1850)
- 2) Association of Municipal Engineers (3400)
- 3) Field Engineers Association (3600, 3700)
- 4) Association of City of Detroit Supervisors (3900)
- 5) International Union of Operating Engineers – Park Management Association (6150)

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Barbara Wise-Johnson
Labor Relations Director

Attachment



BY COUNCIL MEMBER _____:

RESOLVED, that eligible employees in the specified bargaining units shall receive fringe benefit changes as recommended in accordance with the attached Schedules A2-1 and A2-2 and be it further

RESOLVED, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A2-1

2005 – 2008

Hospitalization, Medical, Dental and Optical Care Insurance

- Current employees will be enrolled in City Medical Design Plan II (formerly MERCER Plan)
- The Blue Cross/Blue Shield Community Blue PPO Plan shall have a \$250 annual deductible for individual coverage and a \$500 annual deductible for family coverage; employee responsible for 20% of the costs for outpatient services; an out of pocket annual limit of \$1,000 per individual or \$2,000 per family; a \$15 office visit co-pay; a \$75 emergency room co-pay (waived if admitted); a \$50 urgent care facility co-pay; a prescription drug co-pay of 20% (\$15 min./\$30 max.) for generic and 20% (\$25 min./\$50 max.) for brand name, and two (2) times the retail co-pay for a 90 day mail order generic and brand name; employee is responsible for 20% of the monthly premium
- The Blue Care Network, Health Alliance Plan, and Total Health Care HMO plans shall have a \$15 office visit co-pay; a \$75 emergency room co-pay (waived if admitted); a \$50 urgent care facility co-pay; a \$15 co-pay for outpatient mental health/substance abuse services; a prescription drug co-pay of 20% (\$15 min./\$30 max.) for generic 20% (\$25 min./\$50 max.) for brand name, and two (2) times the retail co-pay for a 90 day mail order generic and brand name; employee is responsible for 20% of the monthly premium
- Employees insuring family continuation dependents must provide proof that the dependent is enrolled in an accredited school as a full-time student in order to be eligible for continued coverage.
- The employees' contribution toward the premiums shall be 20% for the Community Blue PPO plan and 20% for all HMO plans. The prescription drug co-pays will be \$5 for generic / \$15 brand name. The mail order drugs (90 day supply) will be \$10 generic / \$30 brand name. Also, there will be a \$10 co-pay for office visits and urgent care services

Leaves of Absence

- One (1) year service requirement for health leaves for maternity reduced to six (6) months.

Tuition Refund

- Includes applicable registration fees as eligible for reimbursement.

Jury Duty

- Employees are no longer required to submit their jury duty checks, less mileage to the City. The City will deduct the amount received from jury duty, less mileage, from the employee's pay.

Sick Leave

- Employees are no longer required to be hospitalized or to have a chronic recurring illness for use of the reserve sick leave banks.

Longevity

- Reduced the hours needed to qualify for a full longevity payment from eighteen hundred (1800) to sixteen hundred (1600).
- An employee will not be denied a full longevity payment for failure to meet qualifying hours due to being on Workers Compensation.

Funeral Leave

- Added grandmother and grandfather to those existing relationships defined as being in the employee's **Immediate Family** which allows an employee three (3) days funeral leave.

Mileage and Travel Allowance

- Increased the rate from \$2.10 to \$3.00 per day when an employee is required to use is/her car for City business effective September 27, 2006.

SCHEDULE A2-2

2008 – 2012

Hospitalization, Medical, Dental and Optical Care Insurance

- Mandatory Use of Generic Drugs - Generic drugs required unless determined that brand name drug is medically required or a generic equivalent is not available. If brand drug requested but not medically required or generic is available, employee, retiree, or covered dependent must pay the applicable brand name co-pay amount plus the difference between the cost of the generic drug and brand name drug, even if dispense as written (DAW) is written on the prescription.
- Limitation on Prescription Drugs: City will not pay for fertility or impotence prescription drugs under the City's prescription drug programs.
- Medicare Advantage: Enrollment options for retirees and covered dependents who are Medicare-eligible shall be limited to the Medicare Advantage plans offered by the City. In the event such Medicare Advantage plans are no longer offered or not cost effective, enrollment in alternate plans will be permitted as determined by the City.
- Employees who retire on or after the effective date of Agreement and who qualify for City hospitalization-medical insurance as a retiree shall at any time the retiree is receiving said coverage be entitled to same coverage opportunities then available to the active employee and utilizing the same co-premium calculation formula to determine amounts payable by retirees for retiree and his/her eligible spouse.
- New Hire - Eligibility qualifier for hospitalization-medical coverage is the first of the month after new hire completes 91st day of employment.
- New Hire - For the first 5 years of employment, hospitalization-medical insurance enrollment opportunity limited to Community Blue PPO and HMO plan options under the City Medical Plan Design Option II (formerly known as the Mercer Design Plan).
- New Hire - Optical Coverage eligibility qualifier changed from 60 days to 6 months.
- New Hire - Hospitalization-medical, prescription drug benefits shall cease for retirees and their covered dependents after the retiree or medical contract holder becomes Medicare-eligible by age. Current Medicare eligible age is 65.
- Sponsored Dependent coverage eliminated in its entirety.

- Family Continuation Dependents: Effective with the coverage year that begins on July 1, 2010, family continuation dependent's qualifying age changed from 19 through the end of the calendar year in which he/she attains 25 years of age to 19 through the end of the calendar year in which he/she attains 22 years of age.
- If a retiree marries or remarries after retirement, new spouse and his/her dependents are not eligible for coverage under City's healthcare plans.
- Consistent with current practice, all retirees and covered dependents are required to enroll into Medicare Parts A & B.
- City hospitalization-medical coverage will be terminated for those who fail to enroll or maintain Medicare Parts A & B when eligible.
- Non-Duty Disability Retiree is not eligible for hospitalization-medical, prescription, dental, or optical insurance coverage.
- Consistent with current practice, persons who retire with 25 years of credited service, but less than 30 and receives an Actuarially Reduced Pension may participant in the City group retiree hospitalization-medical, dental, optical coverage at full premium cost (or illustrative rate) for the coverage. The City makes no contribution to this coverage until such time as the retiree would have reached his/her 30th anniversary. Contribution calculation and rules are based on rules in effect for regular retirement at time this retiree would have reached his/her 30th year.
- Effective July 1, 2010, if an employee/retiree spouse has hospitalization-medical coverage available to him/her under a plan offered by his/her employer other than City of Detroit, said spouse must enroll in their hospitalization-medical plan in order for the spouse to be eligible for coverage through the City of Detroit. In such cases, if the spouse of the employee/retiree is also enrolled in the City hospitalization-medical plan, the City will be the secondary insurer/payer.
- No duplicate hospitalization-medical coverage. If City employs more than one member of a family, or the family unit includes a retiree of the City, the City shall not be obligated to provide more than one hospitalization-medical policy or plan.

Funeral Leave

- Employee must provide proof of attendance at funeral to qualify for funeral leave pay.

Sick Leave

- New Hire - Sick Leave reduced from 12 to 10 days; not eligible for 5 Reserve Sick Leave Days.
- New Hire - Bonus Vacation Day Program eliminated in its entirety.

Leaves of Absence

- Effective July 1, 2010, the twelve month period for FMLA will be a 12-month period measured backward from the date an employee uses any FMLA.

Work Week, Work Day

- The regular full working day shall consist of eight (8) hours of work in the service day, exclusive of the lunch break (35 hour work week eliminated; employee must work 40 hours to receive 40 hours of pay).

Overtime

- Overtime not payable until after forty (40) hours actually worked; vacations and holidays are counted as time worked for calculations of overtime.

Overtime (Association of Municipal Engineers only)

- Overtime paid is computed solely on the basis of time actually worked by the employee.

Longevity Pay

- Effective with the longevity check issued in December 2010, employees who receive suspension(s) of 10 work days or greater within the longevity qualifying period will not be eligible for any longevity pay (does not apply if suspension is overturned or reduced to less than 10 work days); effective upon approval of the Agreement, new hire/reinstated employees not eligible for longevity pay program.

Longevity Pay (Association of Municipal Engineers only)

- Eliminated in its entirety effective with the qualifying period that begins December 1, 2009.

Vacations

- New Hire - Vacation changed to 5 days for the first 5 years and reduced from 20 days to 15 days at 15 years. Total vacation leave earned may not exceed 15 days per fiscal year.
- New Hire - Not eligible for 3 Swing Holidays (or 4th Swing Holiday in year with no Election).

Jury Duty

- Eliminate practice of employee submitting jury duty check; jury duty pay automatically deducted from paycheck
- Not considered as time worked for calculation of overtime.

Holiday and Excused Time Off

- Must have 8 hours of pay, exclusive of sick pay the scheduled work day before and after the holiday or excused time day to receive holiday pay.

Tuition Refund

- Effective January 1, 2010, the City's Tuition Refund Program is suspended for the balance of the 2008 – 2012 contract period. No reimbursement/payment for course work or employment development program ending after December 31, 2009. Effective July 1, 2012, bargaining unit members must have a minimum of three (3) years of service to qualify to participate in the City's Tuition Refund Program. Eligibility to participate in the tuition refund program begins after attaining three (3) years of service, prior to the start of the course or employment development program.

Retirement

- If an Independent Medical Examiner has determined that an employee's physical or medical disability condition is not related to his/her employment with the City of Detroit, the Pension Board has no authority to grant a duty disability retirement.

Defined Contribution Retirement Plan

- The parties agree to continue collective bargaining negotiations on this issue after actuarial study is completed.

Human Resources Payroll System

- Benefits for new hires are effective on the date of City Council approval; however, will not be implemented until the HR/Payroll System can accommodate each specific change.

Assignment and Use of City Vehicle (Park Management Only)

- All bargaining unit members are required to return the general assigned vehicles to GSD Fleet Management with sixty (60) days.



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

Internal Operations
Standing Committee
Referred to Committee: 1-26-2010
LINE ITEM# 24 Date: 1-27-2010
Disposition BB 1 week

Internal Operations
Standing Committee
Date: 2-3-10
UNFINISHED BUSINESS # 11
Disposition BB 1 wk

File
January 13, 2010

Honorable City Council:

RE: Implementation of Certain Fringe Benefit Changes

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution that authorizes action to implement the new fringe benefit changes, as set forth in the attached Schedule A-1, for the following bargaining units who have settled and ratified their 2008-2012 labor agreements or whose 2008-2012 labor agreements were imposed.

- 1) UAW Local 2211 – Public Attorneys Association (1800)
- 2) Building and Construction Trades Council – Special Service (1950-1995)
- 3) Building and Construction Trades Council – Foreman (2000)
- 4) Building and Construction Trades Council – Non Supervisory (2010 – 2190)
- 5) Association of Professional Construction Inspectors (2200)
- 6) UAW Local 212 – Civilian Police Investigators (3510)
- 7) DOT Foremen's Association – Chapter 337 (4200)
- 8) Supervisor's Chapter of the DOT Foremen's Association (4210)
- 9) Police Officers Labor Council - Detention Facility Officers (4220)
- 10) Police Officers Labor Council - Health (4400)
- 11) Detroit Income Tax Investigators Association (4500)
- 12) Detroit License Investigators Association (4800)
- 13) International Union of Operating Engineers, Local 324 (6000)
- 14) International Union of Operating Engineers, Local 324 – Principal Clerks (6600)
- 15) UAW - Local 2342 – Wastewater Treatment Plant Supervisors (7250)
- 16) SEIU Local 517M - Supervisory (7400)
- 17) SEIU Local 517M - Non-Supervisory (7450 – 7700)
- 18) SEIU Local 517M - Professional and Technical Unit (7800)
- 19) Assistant Supervisors of Street Maintenance and Construction (7850)
- 20) Teamsters, Local 214 (8000 – 8430)

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Barbara Wise Johnson
Barbara Wise-Johnson
Labor Relations Director

Attachment



BY COUNCIL MEMBER _____:

RESOLVED, that eligible employees in the specified bargaining units shall receive fringe benefit changes as recommended in accordance with the attached Schedule A-1 and be it further

RESOLVED, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A-1 2008 - 2012

Hospitalization, Medical, Dental and Optical Care Insurance

- Mandatory Use of Generic Drugs - Generic drugs required unless determined that brand name drug is medically required or a generic equivalent is not available. If brand drug requested but not medically required or generic is available, employee, retiree, or covered dependent must pay the applicable brand name co-pay amount plus the difference between the cost of the generic drug and brand name drug, even if dispense as written (DAW) is written on the prescription.
- Limitation on Prescription Drugs: City will not pay for fertility or impotence prescription drugs under the City's prescription drug programs.
- Medicare Advantage: Enrollment options for retirees and covered dependents who are Medicare-eligible shall be limited to the Medicare Advantage plans offered by the City. In the event such Medicare Advantage plans are no longer offered or not cost effective, enrollment in alternate plans will be permitted as determined by the City.
- Employees who retire on or after the effective date of Agreement and who qualify for City hospitalization-medical insurance as a retiree shall at any time the retiree is receiving said coverage be entitled to same coverage opportunities then available to the active employee and utilizing the same co-premium calculation formula to determine amounts payable by retirees for retiree and his/her eligible spouse.
- New Hire - Eligibility qualifier for hospitalization-medical coverage is the first of the month after new hire completes 91st day of employment.
- New Hire - For the first 5 years of employment, hospitalization-medical insurance enrollment opportunity limited to Community Blue PPO and HMO plan options under the City Medical Plan Design Option II (formerly known as the Mercer Design Plan).
- New Hire - Optical Coverage eligibility qualifier changed from 60 days to 6 months.
- New Hire - Hospitalization-medical, prescription drug benefits shall cease for retirees and their covered dependents after the retiree or medical contract holder becomes Medicare-eligible by age. Current Medicare eligible age is 65.
- Sponsored Dependent coverage eliminated in its entirety.

- Family Continuation Dependents: Effective with the coverage year that begins on July 1, 2010, family continuation dependent's qualifying age changed from 19 through the end of the calendar year in which he/she attains 25 years of age to 19 through the end of the calendar year in which he/she attains 22 years of age.
- If a retiree marries or remarries after retirement, new spouse and his/her dependents are not eligible for coverage under City's healthcare plans.
- Consistent with current practice, all retirees and covered dependents are required to enroll into Medicare Parts A & B.
- City hospitalization-medical coverage will be terminated for those who fail to enroll or maintain Medicare Parts A & B when eligible.
- Non-Duty Disability Retiree is not eligible for hospitalization-medical, prescription, dental, or optical insurance coverage.
- Consistent with current practice, persons who retire with 25 years of credited service, but less than 30 and receives an Actuarially Reduced Pension may participate in the City group retiree hospitalization-medical, dental, optical coverage at full premium cost (or illustrative rate) for the coverage. The City makes no contribution to this coverage until such time as the retiree would have reached his/her 30th anniversary. Contribution calculation and rules are based on rules in effect for regular retirement at time this retiree would have reached his/her 30th year.
- Effective July 1, 2010, if an employee/retiree spouse has hospitalization-medical coverage available to him/her under a plan offered by his/her employer other than City of Detroit, said spouse must enroll in their hospitalization-medical plan in order for the spouse to be eligible for coverage through the City of Detroit. In such cases, if the spouse of the employee/retiree is also enrolled in the City hospitalization-medical plan, the City will be the secondary insurer/payer.
- No duplicate hospitalization-medical coverage. If City employs more than one member of a family, or the family unit includes a retiree of the City, the City shall not be obligated to provide more than one hospitalization-medical policy or plan.

Funeral Leave

- Employee must provide proof of attendance at funeral to qualify for funeral leave pay.

Sick Leave

- New Hire - Sick Leave reduced from 12 to 10 days; not eligible for 5 Reserve Sick Leave Days.
- New Hire - Bonus Vacation Day Program eliminated in its entirety.

Leaves of Absence

- Effective July 1, 2010, the twelve month period for FMLA will be a 12-month period measured backward from the date an employee uses any FMLA.

Work Week, Work Day

- The regular full working day shall consist of eight (8) hours of work in the service day, exclusive of the lunch break (35 hour work week eliminated; employee must work 40 hours to receive 40 hours of pay).

Overtime

- Overtime not payable until after forty (40) hours actually worked; vacations and holidays are considered as time worked for calculations of overtime.

Overtime (Bargaining Units 2200 & 4500 only)

- Overtime not payable until after forty (40) hours actually worked for the following bargaining units: Association of Professional Construction Inspectors (2200); Detroit Income Tax Investigators Association (4500)

Longevity Pay

- Effective with the longevity check issued in December 2010, employees who receive suspension(s) of 10 work days or greater within the longevity qualifying period will not be eligible for any longevity pay (does not apply if suspension is overturned or reduced to less than 10 work days); effective upon approval of the Agreement, new hire/reinstated employees not eligible for longevity pay program.

Longevity Pay (Bargaining Units 2200 & 4500)

- Eliminated in its entirety effective with the qualifying period that begins December 1, 2009 for the following unions: Association of Professional Construction Inspectors (2200); Detroit Income Tax Investigators Association (4500)

Vacations

- New Hire - Vacation changed to 5 days for the first 5 years and reduced from 20 days to 15 days at 15 years. Total vacation leave earned may not exceed 15 days per fiscal year.
- New Hire - Not eligible for 3 Swing Holidays (or 4th Swing Holiday in year with no Election).

Jury Duty

- Eliminate practice of employee submitting jury duty check; jury duty pay automatically deducted from paycheck
- Not considered as time worked for calculation of overtime.

Holiday and Excused Time Off

- Must have 8 hours of pay, exclusive of sick pay the scheduled work day before and after the holiday or excused time day to receive holiday pay.

Tuition Refund

- Effective January 1, 2010, the City's Tuition Refund Program is suspended for the balance of the 2008 – 2012 contract period. No reimbursement/payment for course work or employment development program ending after December 31, 2009. Effective July 1, 2012, bargaining unit members must have a minimum of three (3) years of service to qualify to participate in the City's Tuition Refund Program. Eligibility to participate in the tuition refund program begins after attaining three (3) years of service, prior to the start of the course or employment development program.

Retirement

- If an Independent Medical Examiner has determined that an employee's physical or medical disability condition is not related to his/her employment with the City of Detroit, the Pension Board has no authority to grant a duty disability retirement.

Defined Contribution Retirement Plan

- The parties agree to continue collective bargaining negotiations on this issue after actuarial study is completed.

Human Resources Payroll System

- Benefits for new hires are effective on the date of City Council approval; however, will not be implemented until the HR/Payroll System can accommodate each specific change.

Bar Dues (Public Attorneys Association only)

- The City will no longer reimburse the employee for Detroit Bar Association dues.



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

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January 27, 2010

Revised
(Originally submitted on January 13, 2010)

Honorable City Council:

RE: Implementation of Certain Fringe Benefit Changes for Non-Union Executive and Legislative Branch Employees

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution that authorizes action to implement the new fringe benefit changes, as set forth in the attached Schedule A-3, for all non-union employees in the following bargaining units.

9000	Non-Union Salary - Regular Service - General	9097	Civil Service - Manager II
9001	Non-Union Hourly - Regular Service - General	9099	Civil Service - Manager I
9003	Non-Union Confidential Employees	9100	Appointees - Level VIII - Executive Pay Plan
9020	Appointees - Level I - Executive Pay Plan	9105	Civil Service - Level VIII
9030	Appointees - Level II - Executive Pay Plan	9115	Civil Service - Level IX
9035	Civil Service - Level II	9125	Civil Service - Level X
9040	Appointees - Level III - Executive Pay Plan	9127	Civil Service - Level XI
9045	Civil Service - Level III	9129	Civil Service - Level XII
9060	Appointees - Level IV - Executive Pay Plan	9130	Appointees - Legislative Agencies - Executive Pay Plan
9065	Civil Service - Level IV	9131	Appointees - Legislative Agencies - Executive Pay Plan
9070	Appointees - Level V - Executive Pay Plan	9133	Civil Service - Level VIII
9075	Civil Service - Level V	9135	Civil Service - Level XIV
9077	Civil Service - General Managers	9175	Transportation - Non-Union
9080	Appointees - Level VI - Executive Pay Plan	9185	Non-Union Allied
9085	Civil Service - Level VI	9200	Special Service - Hourly
9095	Civil Service - Level VII		

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Barbara Wise-Johnson
Labor Relations Director

Attachment



BY COUNCIL MEMBER _____:

RESOLVED, that eligible employees in the specified bargaining units shall receive fringe benefit changes as recommended in accordance with the attached Schedule A-31 and be it further

RESOLVED, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A-3 2008 – 2012

Hospitalization, Medical, Dental and Optical Care Insurance

- **Mandatory Use of Generic Drugs** - Generic drugs required unless determined that brand name drug is medically required or a generic equivalent is not available. If brand drug requested but not medically required or generic is available, employee, retiree, or covered dependent must pay the applicable brand name co-pay amount plus the difference between the cost of the generic drug and brand name drug, even if dispense as written (DAW) is written on the prescription.
- **Limitation on Prescription Drugs:** City will not pay for fertility or impotence prescription drugs under the City's prescription drug programs.
- **Medicare Advantage:** Enrollment options for retirees and covered dependents who are Medicare-eligible shall be limited to the Medicare Advantage plans offered by the City. In the event such Medicare Advantage plans are no longer offered or not cost effective, enrollment in alternate plans will be permitted as determined by the City.
- **Employees who retire on or after the effective date of Agreement and who qualify for City hospitalization-medical insurance as a retiree shall at any time the retiree is receiving said coverage be entitled to same coverage opportunities then available to the active employee and utilizing the same co-premium calculation formula to determine amounts payable by retirees for retiree and his/her eligible spouse.**
- **New Hire - Eligibility qualifier for hospitalization-medical coverage is the first of the month after new hire completes 91st day of employment.**
- **New Hire - For the first 5 years of employment, hospitalization-medical insurance enrollment opportunity limited to Community Blue PPO and HMO plan options under the City Medical Plan Design Option II (formerly known as the Mercer Design Plan).**
- **New Hire - Optical Coverage eligibility qualifier changed from 60 days to 6 months.**
- **New Hire - Hospitalization-medical, prescription drug benefits shall cease for retirees and their covered dependents after the retiree or medical contract holder becomes Medicare-eligible by age. Current Medicare eligible age is 65.**
- **Sponsored Dependent coverage eliminated in its entirety.**

- Family Continuation Dependents: Effective with the coverage year that begins on July 1, 2010, family continuation dependent's qualifying age changed from 19 through the end of the calendar year in which he/she attains 25 years of age to 19 through the end of the calendar year in which he/she attains 22 years of age.
- If a retiree marries or remarries after retirement, new spouse and his/her dependents are not eligible for coverage under City's healthcare plans.
- Consistent with current practice, all retirees and covered dependents are required to enroll into Medicare Parts A & B.
- City hospitalization-medical coverage will be terminated for those who fail to enroll or maintain Medicare Parts A & B when eligible.
- Non-Duty Disability Retiree is not eligible for hospitalization-medical, prescription, dental, or optical insurance coverage.
- Consistent with current practice, persons who retire with 25 years of credited service, but less than 30 and receives an Actuarially Reduced Pension may participant in the City group retiree hospitalization-medical, dental, optical coverage at full premium cost (or illustrative rate) for the coverage. The City makes no contribution to this coverage until such time as the retiree would have reached his/her 30th anniversary. Contribution calculation and rules are based on rules in effect for regular retirement at time this retiree would have reached his/her 30th year.
- Effective July 1, 2010, if an employee/retiree spouse has hospitalization-medical coverage available to him/her under a plan offered by his/her employer other than City of Detroit, said spouse must enroll in their hospitalization-medical plan in order for the spouse to be eligible for coverage through the City of Detroit. In such cases, if the spouse of the employee/retiree is also enrolled in the City hospitalization-medical plan, the City will be the secondary insurer/payer.
- No duplicate hospitalization-medical coverage. If City employs more than one member of a family, or the family unit includes a retiree of the City, the City shall not be obligated to provide more than one hospitalization-medical policy or plan.

Funeral Leave

- Employee must provide proof of attendance at funeral to qualify for funeral leave pay.

Sick Leave

- New Hire - Sick Leave reduced from 12 to 10 days; not eligible for 5 Reserve Sick Leave Days.
- New Hire - Bonus Vacation Day Program eliminated in its entirety.

Leaves of Absence

- Effective July 1, 2010, the twelve month period for FMLA will be a 12-month period measured backward from the date an employee uses any FMLA.

Work Week, Work Day

- The regular full working day shall consist of eight (8) hours of work in the service day, exclusive of the lunch break (35 hour work week eliminated; employee must work 40 hours to receive 40 hours of pay).

Overtime

- Overtime not payable until after forty (40) hours actually worked; vacations and holidays are counted as time worked for calculations of overtime.

Longevity Pay

- Effective with the longevity check issued in December 2010, employees who receive suspension(s) of 10 work days or greater within the longevity qualifying period will not be eligible for any longevity pay (does not apply if suspension is overturned or reduced to less than 10 work days); effective upon approval of the Agreement, new hire/reinstated employees not eligible for longevity pay program.

Vacations

- New Hire - Vacation changed to 5 days for the first 5 years and reduced from 20 days to 15 days at 15 years. Total vacation leave earned may not exceed 15 days per fiscal year.
- New Hire - Not eligible for 3 Swing Holidays (or 4th Swing Holiday in year with no Election).

Jury Duty

- Eliminate practice of employee submitting jury duty check; jury duty pay automatically deducted from paycheck
- Not considered as time worked for calculation of overtime.

Holiday and Excused Time Off

- Must have 8 hours of pay, exclusive of sick pay the scheduled work day before and after the holiday or excused time day to receive holiday pay.

Tuition Refund

- Effective January 1, 2010, the City's Tuition Refund Program is suspended for the balance of the 2008 – 2012 contract period. No reimbursement/payment for course work or employment development program ending after December 31, 2009. Effective July 1, 2012, bargaining unit members must have a minimum of three (3) years of service to qualify to participate in the City's Tuition Refund Program. Eligibility to participate in the tuition refund program begins after attaining three (3) years of service, prior to the start of the course or employment development program.

Retirement

- If an Independent Medical Examiner has determined that an employee's physical or medical disability condition is not related to his/her employment with the City of Detroit, the Pension Board has no authority to grant a duty disability retirement.

Defined Contribution Retirement Plan

- The parties agree to continue collective bargaining negotiations on this issue after actuarial study is completed.

Human Resources Payroll System

- Benefits for new hires are effective on the date of City Council approval; however, will not be implemented until the HR/Payroll System can accommodate each specific change.



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

Internal Operations
Standing Committee
Referred to Committee: 1-26-2010
LINE ITEM# 26 Date: 1-27-2010
Disposition BB 1 week

Internal Operations
Standing Committee
Date: 2-3-10
UNFINISHED BUSINESS # 13
Disposition BB 1 wk

January 13, 2010

Honorable City Council:

RE: Implementation of Certain Fringe Benefit Changes

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution that authorizes action to implement the new fringe benefit changes, as set forth in the attached Schedule A-3, for all non-union employees in the following bargaining units.

(1) 9000	(13) 9077	(25) 9131
(2) 9001	(14) 9080	(26) 9133
(3) 9003	(15) 9085	(27) 9135
(4) 9020	(16) 9095	(28) 9140
(5) 9030	(17) 9097	(29) 9145
(6) 9035	(18) 9099	(30) 9146
(7) 9040	(19) 9105	(31) 9175
(8) 9045	(20) 9115	(32) 9185
(9) 9060	(21) 9125	(33) 9200
(10) 9065	(22) 9127	
(11) 9070	(23) 9129	
(12) 9075	(24) 9130	

*Chairman
Board of
Commissioners*

*Non-Union
Appt.*

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Barbara Wise-Johnson

Barbara Wise-Johnson
Labor Relations Director

Attachment



BY COUNCIL MEMBER _____:

RESOLVED, that eligible employees in the specified bargaining units shall receive fringe benefit changes as recommended in accordance with the attached Schedule A-31 and be it further

RESOLVED, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A-3

2008 – 2012

Hospitalization, Medical, Dental and Optical Care Insurance

- **Mandatory Use of Generic Drugs** - Generic drugs required unless determined that brand name drug is medically required or a generic equivalent is not available. If brand drug requested but not medically required or generic is available, employee, retiree, or covered dependent must pay the applicable brand name co-pay amount plus the difference between the cost of the generic drug and brand name drug, even if dispense as written (DAW) is written on the prescription.
- **Limitation on Prescription Drugs:** City will not pay for fertility or impotence prescription drugs under the City's prescription drug programs.
- **Medicare Advantage:** Enrollment options for retirees and covered dependents who are Medicare-eligible shall be limited to the Medicare Advantage plans offered by the City. In the event such Medicare Advantage plans are no longer offered or not cost effective, enrollment in alternate plans will be permitted as determined by the City.
- **Employees who retire on or after the effective date of Agreement and who qualify for City hospitalization-medical insurance as a retiree shall at any time the retiree is receiving said coverage be entitled to same coverage opportunities then available to the active employee and utilizing the same co-premium calculation formula to determine amounts payable by retirees for retiree and his/her eligible spouse.**
- **New Hire - Eligibility qualifier for hospitalization-medical coverage is the first of the month after new hire completes 91st day of employment.**
- **New Hire - For the first 5 years of employment, hospitalization-medical insurance enrollment opportunity limited to Community Blue PPO and HMO plan options under the City Medical Plan Design Option II (formerly known as the Mercer Design Plan).**
- **New Hire - Optical Coverage eligibility qualifier changed from 60 days to 6 months.**
- **New Hire - Hospitalization-medical, prescription drug benefits shall cease for retirees and their covered dependents after the retiree or medical contract holder becomes Medicare-eligible by age. Current Medicare eligible age is 65.**
- **Sponsored Dependent coverage eliminated in its entirety.**

- Family Continuation Dependents: Effective with the coverage year that begins on July 1, 2010, family continuation dependent's qualifying age changed from 19 through the end of the calendar year in which he/she attains 25 years of age to 19 through the end of the calendar year in which he/she attains 22 years of age.
- If a retiree marries or remarries after retirement, new spouse and his/her dependents are not eligible for coverage under City's healthcare plans.
- Consistent with current practice, all retirees and covered dependents are required to enroll into Medicare Parts A & B.
- City hospitalization-medical coverage will be terminated for those who fail to enroll or maintain Medicare Parts A & B when eligible.
- Non-Duty Disability Retiree is not eligible for hospitalization-medical, prescription, dental, or optical insurance coverage.
- Consistent with current practice, persons who retire with 25 years of credited service, but less than 30 and receives an Actuarially Reduced Pension may participant in the City group retiree hospitalization-medical, dental, optical coverage at full premium cost (or illustrative rate) for the coverage. The City makes no contribution to this coverage until such time as the retiree would have reached his/her 30th anniversary. Contribution calculation and rules are based on rules in effect for regular retirement at time this retiree would have reached his/her 30th year.
- Effective July 1, 2010, if an employee/retiree spouse has hospitalization-medical coverage available to him/her under a plan offered by his/her employer other than City of Detroit, said spouse must enroll in their hospitalization-medical plan in order for the spouse to be eligible for coverage through the City of Detroit. In such cases, if the spouse of the employee/retiree is also enrolled in the City hospitalization-medical plan, the City will be the secondary insurer/payer.
- No duplicate hospitalization-medical coverage. If City employs more than one member of a family, or the family unit includes a retiree of the City, the City shall not be obligated to provide more than one hospitalization-medical policy or plan.

Funeral Leave

- Employee must provide proof of attendance at funeral to qualify for funeral leave pay.

Sick Leave

- New Hire - Sick Leave reduced from 12 to 10 days; not eligible for 5 Reserve Sick Leave Days.
- New Hire - Bonus Vacation Day Program eliminated in its entirety.

Leaves of Absence

- Effective July 1, 2010, the twelve month period for FMLA will be a 12-month period measured backward from the date an employee uses any FMLA.

Work Week, Work Day

- The regular full working day shall consist of eight (8) hours of work in the service day, exclusive of the lunch break (35 hour work week eliminated; employee must work 40 hours to receive 40 hours of pay).

Overtime

- Overtime not payable until after forty (40) hours actually worked; vacations and holidays are calculations of overtime.

Longevity Pay

- Effective with the longevity check issued in December 2010, employees who receive suspension(s) of 10 work days or greater within the longevity qualifying period will not be eligible for any longevity pay (does not apply if suspension is overturned or reduced to less than 10 work days); effective upon approval of the Agreement, new hire/reinstated employees not eligible for longevity pay program.

Vacations

- New Hire - Vacation changed to 5 days for the first 5 years and reduced from 20 days to 15 days at 15 years. Total vacation leave earned may not exceed 15 days per fiscal year.
- New Hire - Not eligible for 3 Swing Holidays (or 4th Swing Holiday in year with no Election).

Jury Duty

- Eliminate practice of employee submitting jury duty check; jury duty pay automatically deducted from paycheck
- Not considered as time worked for calculation of overtime.

Holiday and Excused Time Off

- Must have 8 hours of pay, exclusive of sick pay the scheduled work day before and after the holiday or excused time day to receive holiday pay.

Tuition Refund

- Effective January 1, 2010, the City's Tuition Refund Program is suspended for the balance of the 2008 – 2012 contract period. No reimbursement/payment for course work or employment development program ending after December 31, 2009. Effective July 1, 2012, bargaining unit members must have a minimum of three (3) years of service to qualify to participate in the City's Tuition Refund Program. Eligibility to participate in the tuition refund program begins after attaining three (3) years of service, prior to the start of the course or employment development program.

Retirement

- If an Independent Medical Examiner has determined that an employee's physical or medical disability condition is not related to his/her employment with the City of Detroit, the Pension Board has no authority to grant a duty disability retirement.

Defined Contribution Retirement Plan

- The parties agree to continue collective bargaining negotiations on this issue after actuarial study is completed.

Human Resources Payroll System

- Benefits for new hires are effective on the date of City Council approval; however, will not be implemented until the HR/Payroll System can accommodate each specific change.

From: Anita Berry
To: Anne Marie Langan; Barbara Wise-Johnson; Linda Hightower
Date: 02/02/2010 10:12 PM
Subject: Re: follow up on negotiated benefit settlements
Attachments: Labor Relations Response to City Council.pdf

CC: Alex Hurley; Andre Spivey; Bettye Chew; Brenda Jones; Bryan Barnhill...
 See below and the attachment for responses to this e-mail.

Anita Berry, Manager II
 Human Resources Department
 Labor Relations Division
 2 Woodward Ave., Suite 332
 Detroit, MI 48226
 313-224-3867 (office)
 313-224-0738 (fax)
 BerryA@detroitmi.gov

>>> Anne Marie Langan 1/28/2010 4:54 PM >>>

These were the 3 questions I had before Wed.'s meeting:

1. Is there a list that shows the projected savings for each of the changes? (please provide to us/Council) **See attached**
2. How many employees do each of these letters affect? **These letters affect approximately 1400 unionized employees and 1300 non union employees.** How many unions/# employees remain "unsettled"? **See attached**
3. Will you be at the meeting? (you were, that's why I forgot the question) **NA**

I now have additional questions

1. on the non-union letter, I believe the overtime item is missing a phrase "are counted as time worked" **Yes. This phrase was inadvertently omitted from the non-union resolution. It should read the same as the unions' resolutions. (See attached)**
2. how is it clear (legally) that the codes that are administrative roster are excluded from this overtime clause? I think they are now eligible. **Pursuant to the FLSA, Administrative Roster Employees are exempt from overtime. In addition, Section 13-2-4 of the Detroit City Code excludes administrators and administrative personnel from overtime and premium pay. Further, there is a special code utilized in the City of Detroit payroll system that prevents the payment of overtime to such employees.**
3. Why are you amending the letter to exclude nonunion police and fire execs? Why shouldn't they get the same? **Nonunion police and fire executives are on BRF's; however, they have a different set of benefits than non-union civilians. Historically, nonunion police and fire executives have been presented the same benefits as the uniformed groups.**
4. Also why is 9140, the board of police commissioner, included in this letter? No commissioner of any commission should be included in wage, benefit or pension calculations. **This bargaining unit was inadvertently included; does not receive any benefits.**
5. Would you agree that for non-union, council approval of this letter is meaningless, until the proper ordinances and portions of the city code are amended? How can it be implemented otherwise? **No. Historically, non-union benefits have been modified by the approval of City Council. See attached.**
6. Which ordinances and pieces of the city code need to be amended? **The ordinances should be modified to reflect final changes once the 2008-2012 labor negotiation process is completed.**
7. Please explain the Defined Contribution Retirement Plan remark - "The parties agree to continue to collective bargaining negotiations on this issue after actuarial study is completed" What exactly continues to be negotiated and what actuarial study is required? **The parties need to negotiate whether new hires will be mandated to go into the DC Plan once the actuarial study is completed. The study will determine the financial impact to the City and the DC Plan.**

8. Also, typically, in the past, the policy that the city followed was that the non-union changes always followed the pattern that was accepted by AFSCME. Is there a written policy? Has it changed? Will AFSCME be getting the exact same settlement because it will be imposed? **No, there is not a written policy. What AFSCME receives is subject to the negotiation process.**

Thank you!!

Anne Marie Langan
Deputy Fiscal Analyst
City of Detroit
City Council Fiscal Analysis Division
313.224.1078 phone
313.224.2783 fax
anne@cnd.ci.detroit.mi.us

ESTIMATED COST SAVINGS FROM NEGOTIATIONS WITH UNIONS/ASSOCIATIONS

- (1) Estimated cost savings from implementation of the **Budget Required Furlough Days** is approximately \$11 million annually.
- (2) Estimated cost savings from implementation of the changes in **Tuition Refund Reimbursement** is approximately \$520,000 annually.
- (3) The City's original proposal to eliminate **Longevity** realized a cost savings of approximately \$8 million annually for all bargaining units. The City Longevity language was subsequently modified to include a qualifier that would only eliminate Longevity for employees receiving a 10 work day suspension of greater.
- (4) The City's **Holiday** language is new and the cost savings are based on usage; however an annual estimated cost savings of \$573,262.50 for AFSCME represented employees only was provided to AFSCME in December 2009.
- (5) The change in the **Overtime** language is also a new rule and cost savings similar to the holiday proposal is based upon utilization.
- (6) See attached for estimated savings in **Health Care Coverage**.

City of Detroit

Health Care Coverage 2008 - 2012 Contract Changes

Modification No.	Proposal Description	Cost Savings Estimates Based on BCBSM Self-funded Plans
1	Modify: Mandatory Use of Generic Drugs - Generic drugs required unless determined that brand name drug is medically required or a generic equivalent is not available. If brand drug requested but not medically required or generic is available, employee, retiree, or covered dependent must pay the applicable brand name co-pay amount plus the difference between the cost of the generic drug and brand name drug, even if dispense as written (DAW) is written on the prescription. Appeal procedure for any dispute is available under applicable healthcare plan.	Represents about 2% Savings of total drug costs = \$1,132,008
2	Modify: Health Habits and Reproductive Prescription Drugs: Effective upon approval of City Council, all health habits, reproductive (fertility), and lifestyle prescription drugs except for smoking cessation and weight loss will no longer be covered under the City's prescription drug program. This provision does not apply to prescription birth control pills.	Represents about 2.9% savings in Costs = \$1,641,412.
3	Modify: Medicare Advantage: Enrollment options for retirees and covered dependents who are Medicare-eligible shall be limited to the Medicare Advantage plans offered by the City. In the event such Medicare Advantage plans are no longer offered or not cost effective, enrollment in alternate plans will be permitted as determined by the City.	See, Exhibit entitled Cost Savings for Retiree Medical Coverage Under Medicare Advantage Plans (submitted 10-09-09)
4	Modify: Employees who retire on or after the effective date of Agreement and who qualify for City hospitalization-medical insurance as a retiree shall at any time the retiree is receiving said coverage be entitled to same coverage opportunities then available to the active employee and utilizing the same co-premium calculation formula to determine amounts payable by retirees for retiree and his/her eligible spouse. (Also see provision RE: Medicare Advantage.)	
5	Modify: New Hire - Eligibility qualifier for hospitalization-medical coverage is the first of the month after new hire completes 91st day of employment.	See, Exhibit entitled 2009 - 2010 Premium and Contributions for Active Employees
6	Modify: New Hire - For the first 5 years of employment, hospitalization-medical insurance enrollment opportunity limited to Community Blue PPO and HMO plan options under the City Medical Plan Design Option II (formerly known as the Mercer Design Plan).	A PPO plan on average saves about 7% over a Traditional Plan. 12,870
7	Modify: New Hire - Optical Coverage eligibility qualifier changed from 60 days to 6 months.	Cost Per contract per month estimated at \$6.11. \$6.11 @ an additional 4 months = \$24.44 per new hire contract.
8	Modify: New Hire - Hospitalization-medical, prescription drug benefits shall cease for retirees and their covered dependents after the retiree or medical contract holder becomes Medicare-eligible by age. Current Medicare eligible age is 65.	\$1,037 Average rate for 1 Person No Medicare +1 Person with Medicare. Rate annualized = \$12,444, this represents the estimated annual savings per contract.
9	Modify: Sponsored Dependent coverage eliminated in its entirety.	See, Exhibit entitled City of Detroit Totals for Sponsored Dependents
10	Modify: Family Continuation Dependents: Effective with the coverage year that begins on July 1, 2010, family continuation dependent's qualifying age changed from 19 through the end of the calendar year in which he/she attains 25 years of age to 19 through the end of the calendar year in which he/she attains 22 years of age.	Estimated annual savings of \$122,141.

Health Care Coverage 2008 - 2012 Contract Changes

11	Modify: If a retiree marries or remarries after retirement, new spouse and his/her dependents not eligible for coverage under City's healthcare plans.	Estimated Savings is about \$471.91 per contract per member. Rate annualized = \$5,662.92.
12	Clarify: Consistent with current practice, all retirees and covered dependents are required to enroll into Medicare Parts A & B.	
13	Modify: Failure to enroll or maintain Medicare Parts A & B, City hospitalization-medical coverage will be terminated.	For Medicare enrollment estimated savings is about \$533.72 per contract per member per month. Rate annualized = \$6,404.64 per member.
14	Modify: Non-Duty Disability Retiree not eligible for hospitalization-medical, prescription, dental, or optical insurance coverage.	\$471.91 \$726.45 Average Single Rate for Retiree. Rate annualized = \$8,747 estimated savings per contract. \$5,662.92
15	Clarify: Consistent with current practice persons who retire with 25 years of credited service, but less than 30 and receives an Actuarially Reduced Pension may participant in the City group retiree hospitalization-medical, dental, optical coverage at full premium cost (or illustrative rate) for the coverage. The City makes no contribution to this coverage until such time as the retiree would have reached his/her 30th anniversary. Contribution calculation and rules based on rules in effect for regular retirement at time this retiree would have reached his/her 30th year.	
16	Modify: Effective July 1, 2010, if an employee/retiree spouse has hospitalization-medical coverage available to him/her under a plan offered by his/her employer other than City of Detroit, said spouse must enroll in their hospitalization-medical plan in order for the spouse to be eligible for coverage through the City of Detroit. In such cases, if the spouse of the employee/retiree is also enrolled in the City hospitalization-medical plan, the City will be the secondary insurer/payer.	\$471.91 \$726.45 Average Single Rate for Retiree's. Rate annualized = \$8,747 estimated savings per contract. \$5,662.92
17	Modify: No duplicate hospitalization-medical coverage. If City employs more than one member of a family, or the family unit includes a retiree of the City, the City shall not be obligated to provide more than one hospitalization-medical policy or plan.	City would save about \$50 PCPM on Admin Fee per month as it relates to this situation. There would be no claims differential. (for insured plans, see 2009 - 2010 Premiums and Contributions for Active Employees for BCN, HAP and THC monthly premiums)
18	Modify: Cost Saving Initiatives Continued Negotiations: Examples include, but not limited to auto insurer primary for auto accidents and post retirement employment, new employer to be primary.	Estimated Savings of \$11,590.

City Cost Savings for Retiree Medical Coverage Under Medicare Advantage Plans

Coverage Type and Date of Retirement	BCN			HAP Senior Plus			Medicare Plus Blue Option E (BCBSM Traditional Medicare Advantage)			Medicare Plus Blue Option F (BCBSM Community Blue Medicare Advantage)		
	Current Policy			Current Policy			New Proposal			Current Policy		
	City Cost for BCN HMO	City Cost for BCN Advantage	City Cost Savings	City Cost for HAP HMO	City Cost for HAP Senior Plus	City Cost Savings	City Cost for BCBS Traditional	City Cost for Option E	City Cost Saving	City Cost for Community Blue PPO	City Cost Option F	City's Cost Savings
Single, with Medicare Parts A & B	\$392.42	\$233.57	\$158.85	\$395.74	\$345.41	\$50.33	\$328.68	\$265.63	\$63.05	\$352.31	\$281.18	\$71.13
Retiree and Spouse, with Medicare Parts A & B	\$784.83	\$467.14	\$317.70	\$791.47	\$690.81	\$100.66	\$676.25	\$550.24	\$126.01	\$704.61	\$562.37	\$142.24
Retiree and Spouse, with Medicare Parts A & B	\$891.58	\$732.73	\$158.85	\$794.16	\$743.83	\$50.33	\$715.94	\$654.60	\$61.34	\$741.30	\$669.55	\$71.75

SEE Proposal Description
3

See Proposal
Description #5

**2009 - 2010 Premiums and Contributions
for Active General City Employees
City Medical Plan Design II
(formerly known as "The Mercer Design Plan")**

Savings for the City with coverage
starting on the first of the month after
the new hire completes 91st day of
employment

Type of Coverage	Blue Cross Semi-Private Traditional	Blue Cross Community Blue PPO	Health Alliance Plan HMO	Average Cost for City Per Employee	City's Cost Saving for 3 Months Per Employee
Monthly Premium Amounts					
One Person	\$592.93	\$335.22	\$469.71		
Two Persons	\$1,253.98	\$706.21	\$1,052.16		
Family	\$1,412.99	\$792.59	\$1,183.67		
Sponsored Dependent	\$639.03	\$276.50	\$587.14		
City Pays These Amounts Monthly					
One Person	\$342.14	\$268.18	\$375.77	\$328.69	\$986.08
Two Persons	\$736.93	\$564.97	\$841.73	\$714.54	\$2,143.63
Family	\$822.91	\$634.07	\$946.94	\$801.30	\$2,403.91
Sponsored Dependent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Employees Contribute These Amounts Monthly					
One Person	\$250.79	\$67.04	\$93.94		
Two Persons	\$517.05	\$141.24	\$210.43		
Family	\$590.08	\$158.52	\$236.73		
Sponsored Dependent	\$639.03	\$276.50	\$587.14		
City Pays These Amounts Bi-Weekly					
One Person	\$157.91	\$123.77	\$173.43		
Two Persons	\$340.12	\$260.75	\$388.49		
Family	\$379.80	\$292.65	\$437.05		
Sponsored Dependent	\$0.00	\$0.00	\$0.00		
Employees Contribute These Amounts Bi-Weekly					
One Person	\$115.75	\$30.94	\$43.36		
Two Persons	\$238.64	\$65.19	\$97.12		
Family	\$272.34	\$73.16	\$109.26		
Sponsored Dependent	\$294.94	\$127.62	\$270.99		

City of Detroit
Group 81100, 81101, 81105, 81097, 54731, 04436
Totals for Sponsored Dependents
Incurred 1/07 - 12/08 Paid 1/08 - 3/09

THE INFORMATION IN THIS REPORT IS CONFIDENTIAL AND IS
SUBJECT TO AN AGREEMENT OR APPLICABLE LAW THAT REQUIRES
ITS CONFIDENTIALITY BE MAINTAINED. THE UNAUTHORIZED
DISTRIBUTION OR USE OF ANY PORTION OF THE INFORMATION MAY
RESULT IN A CLAIM FOR DAMAGES OR EQUITABLE RELIEF AGAINST A
PERSON INVOLVED IN SUCH UNAUTHORIZED DISTRIBUTION OR USE.

YEAR	TOTAL PAID
INCURRED 2007, PAID THROUGH 3/08	\$204,288.55
INCURRED 2008, PAID THROUGH 3/09	\$253,965.15

SEE Proposal Description
9

City of Detroit
2008-2012 MASTER AGREEMENTS

Status as of February 1, 2010

Count	UNION/ASSOCIATION	Status as of 02-01-10
1	AFSCME - Crossing Guards	
2	AFSCME - ESO	
3	AFSCME - Forestry Landscape Foremen	
4	AFSCME - Motor City Seasonals	
5	AFSCME - Non-Supervisory	
6	AFSCME - Paving Forepersons	
7	AFSCME - Supervisory	
8	Amalgamated Transit Union (ATU)	
9	Assistant Supv. of Streets Mtn. & Const.	Ratified by Union
10	Association of City of Detroit Supv. (ACODS)	Ratified by Union
11	Association of Detroit Engineers (ADE)	
12	Association of Municipal Engineer (AME)	City Imposed
13	Association of Municipal Inspectors (AMI)	Ratified by Union
14	Association of Prof. & Techn. Empl. (APTE)	
15	Association of Prof'l Construction Inspectors	City Imposed
16	Bldg. Constr. Trades (Foreman)	Imposed After Fact Finding
17	Bldg. Constr. Trades Tripartite	
18	Bldg. Construction Trades	
19	Detroit Fire Fighters Association (DFFA)	
20	Detroit Income Tax Investigator Association	City Imposed
21	Detroit License Investigators Association	City Imposed
22	Detroit Police Command Officers Assoc.	
23	Detroit Police Lieutenants and Sergeants Assoc.	
24	Detroit Police Officers Association (DPOA)	
25	Detroit Principal Clerks Association-IUOE	Ratified by Union
26	DOT Foremen's Association - Chapter 337	Ratified by Union
27	Emergency Medical Service Officers Assoc.	
28	EMMTA (POAM)	
29	Field Engineers Assoc. Non-Superv/Supervisory	Ratified by Union
30	Operating Engineers - Local 324 (IUOE)	Ratified by Union
31	Park Management Association (IUOE)	Ratified by Union
32	Police Officers Labor Council (DFOs)	Ratified by Union
33	Police Officers Labor Council (Health)	Ratified by Union
34	SEIU - Professional & Technical	Ratified by Union
35	SEIU Non-Supervisory	Ratified by Union
36	SEIU Supervisory	Ratified by Union
37	Senior Accountants, Analysts and Appraisers	
38	Senior Water Systems Chemists Association	
39	Supv. Chapter of the DOT Foremen's Assoc.	Ratified by Union
40	Teamsters	Ratified by Union
41	UAW Local 2200 (Primary Care Physicians)	Inactive
42	UAW Local 2211 (PAA)	Ratified by Union
43	UAW Local 2334 (SCATA)	
44	UAW Local 2342 (WWTP Supv.)	Ratified by Union
45	UAW Local 306-Unit 6 (Investigators-Police Comm.)	Ratified by Union
46	UAW Local 412-Unit 86 (Law Dept Paralegals)	Ratified by Union
47	Utility Workers of America Local 488	TA'd by Union - Ratification Pending
48	Utility Workers of America Local 504	TA'd by Union - Ratification Pending
49	Utility Workers of America Local 531	Ratified by Union

Barbara Wise Johnson
 Barbara Wise Johnson, Labor Relations Director

February 1, 2010

We are further requesting authorization to implement the following new fringe benefit changes as set forth in the attached Schedule A.

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,
ROGER N. CHEEKS
Director

Schedule A

Other Compensation -

1) **Cash Bonus Formula:** All non-union employees on the regular payroll on June 30, 2001, shall be eligible to participate in a possible cash bonus (not exceeding 2%) which shall be determined and paid one-time in accordance with the conditions set forth in the AFSCME labor agreement.

2) **Work Performance Cash Incentive Payment:** Effective for the period beginning July 1, 2000, and ending June 30, 2001, the work performance of every non-union employee shall be individually evaluated for the purpose of determining if they will be eligible to receive an individual cash incentive payment for their work performance during the period. An employee must receive a minimum overall rating of "Meets Expectations" to qualify for a cash incentive payment of 1% of the employee's base wage to be paid on the first payday in December 2001. This payment shall not increase the employee's base rate of pay.

3) **Rounding** — Hourly-rated employees shall have their rate rounded up to the nearest whole cent. Those salary-rated employees who currently are not covered by the rounding rule shall be included (salaries are adjusted to the next higher hundred dollar level when the minimum and maximum rates are more than \$20,000 annually, and as a result of any required change to be made to their wages causes the resulting amounts to fall between even hundred dollar levels).

Vacations -

Vacation qualifier changed to 1,600 hours. 100% of vacation time allotment shall be credited to an employee's vacation bank after the 1,600 hour qualifier is reached.

Tuition Refund - The amount of tuition refund available to employees has been increased based on the following: For those employees seeking a graduate degree the amount is \$850, for those seeking an undergraduate degree the amount is \$700. The total amount of tuition refund may not be pyramided to exceed \$850 in any fiscal year. (The current \$600 amount has been retained for use — not affected by these two increases.)

Private Car Mileage Reimbursement - Effective July 1, 1999, employees

required to drive their personal vehicle on city business shall be paid mileage at the rate of 31 cents per mile.

Workers' Compensation - Employees who are unable to supplement their Workers' Compensation benefit from their off-time banks because the amount of overtime worked causes the benefit to meet or exceed 95% of weekly take-home pay, shall be treated like employees who are able to supplement for the purposes of hospitalization coverage, life insurance coverage and current sick leave accrual.

Commercial Driver's License (CDL) - Non-Union employees who are required by the City to have a CDL shall be reimbursed 50% of the renewal fees for their CDL and 100% of the cost of any required endorsements.

Pesticide Licenses; Required Renewals - Non-Union employees who are required by the City to possess and maintain a pesticide license, shall be reimbursed 50% of the fee charged by the State.

Hospitalization, Medical, Dental, and Optical Care Insurance -

1) Effective July 1, 1999, through June 30, 2001, the City will contribute \$5.50 per month for employees covered by CO/OP Optical and \$5.43 per month for employees covered by Heritage Optical, resulting in increased optical benefits.

2) Effective July 1, 1999, employees on the active payroll who are covered by a health care plan offered by an employer other than the City, and can furnish proof of such coverage, may elect to take a \$950 cash payment (payable quarterly) in lieu of the hospitalization-medical coverage offered by the City. This election shall take place annually during the open enrollment period. The City shall have the sole discretion to offer this opt-out provision to current and future retirees who are eligible for the City's hospitalization - medical coverage.

By Council Member S. Cockrel:

Resolved, that the 1998-1999 and 1999-2000 Official Compensation Schedules and employee wages be amended according to the foregoing letter and be it further

Resolved, that eligible employees in the Non-Union Executive Branch unit shall receive fringe benefit improvements as recommended in accordance with the Schedule A on file with the City Clerk, and be it further

Resolved, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

Adopted as follows:

Yeas — Council Members Cleveland, K. Cockrel, Jr., S. Cockrel, Everett, Hood, Mahaffey, Scott, Tinsley-Talabi, and President Hill — 9.

Nays — None.

CITY COUNCIL RESOLUTION

By Council Member S. Cockrel:

Whereas, A general wage increase, identical to that recently approved for the City's largest bargaining unit, AFSCME, Non-Supervisory has been recommended for eligible Non-Union Executive Branch employees, Now Therefore Be It

Resolved, That a general wage increase identical to that approved for the City's largest bargaining unit, AFSCME, Non-Supervisory, and requested for eligible Non-Union Executive Branch Employees is herein authorized for eligible Non-Union Legislative Branch employees; and Be It Further

Resolved, that the 1998-99 and 1999-2000 Official Compensation Schedules and employee wages be amended in accordance with the August 4, 1999 letter submitted by Roger Cheeks, Director of Labor Relations and in accordance with a Resolution adjusting the compensation of "Non-Union Employees in the Executive Branch units"; and Be It Further

Resolved, That the eligible Non-Union employees in the Legislative Branch units shall receive fringe benefit improvements as recommended in accordance of Schedule A placed on file with the City Clerk, by Roger Cheeks with his letter of August 4, 1999; and Be It Further

Resolved, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and the aforementioned letter and Schedule A.

Adopted as follows:

Yeas — Council Members Cleveland, K. Cockrel, Jr., S. Cockrel, Everett, Hood, Mahaffey, Scott, Tinsley-Talabi, and President Hill — 9.

Nays — None.

Human Resources Department Labor Relations Division

August 4, 1999

Honorable City Council:

Re: Recommended General Wage Increase for Non-Union Executive Branch Employees

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution amending the 1998-99 Official Compensation Schedule by granting a 2% general wage increase to eligible non-union executive branch employees effective July 1, 1998, and similarly amend the 1999-2000 Official Compensation Schedule by granting a 3% general wage increase effective July 1, 1999. Such a wage increase is identical to the one recently negotiated with and ratified by the City's largest bargaining unit, AFSCME, Non-Supervisory.

Human Resources Department
Labor Relations Division
July 25, 2003

Honorable City Council:
Re: Recommended General Wage
Increase for Non-Union Executive
Branch Employees.

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution amending the 2003-04 Official Compensation Schedule by granting a 2% general wage increase to eligible non-union executive branch employees effective July 1, 2003. Such a wage increase is identical to the one recently negotiated with and ratified by the City's largest bargaining unit, AFSCME, Non-Supervisory.

We are further requesting authorization to implement the following new fringe benefit changes as set forth in the attached Schedule A.

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,
ROGER N. CHEEK
Labor Relations Director

By Council Member Bates:

Resolved, That the 2003-2004 Official Compensation Schedule and employee wages be amended according to the foregoing letter and be it further

Resolved, That eligible employees in the Non-Union Executive branch unit shall receive fringe benefit improvements as recommended in accordance with the Schedule A on file with the City Clerk, and be it further

Resolved, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A
Fringe Benefit Changes

• Other Compensation —

Cash Bonus: Members of the bargaining unit who are on the payroll on the date of the Union's ratification of this Agreement shall receive a \$400 cash bonus. This payment will be made as soon as possible following the date of Union ratification and the City Council's resolution approving the economic terms. This payment shall not increase the employee's base rate of pay, nor shall it be included in average final compensation for pension purposes.

Persons who are on approved leave of absence, workers compensation, long-term disability or other absence from the payroll on the date of ratification shall be eligible for the \$400 bonus upon their return to active employment.

• **Funeral Leave** — Add step-son and step-daughter to those relationship defined as being treated as Immediate Family which allow an employee three (3) days funeral leave. (Effective 7/21/03)

• **Work Week, Work Day, Shift Premium** — Afternoon shift premium increased to \$.70 an hour (from the prior \$.45) and the night shift premium increased to \$.75 an hour (from the prior \$.50). (Effective 7/21/03)

• **Overtime** — Employees shall receive double time (200%) for all time worked in excess of sixteen (16) hours. (Effective 7/21/03)

• **Holidays and Excused Time** — Good Friday changed from a half-day (4 hours) excused time to a full day (8 hours) excused day. [This change to become effective on Good Friday in 2004 and thereafter.]

• **Unused Sick Leave on Retirement** — Payment upon retirement, or death with 20 or more years of service, the value of unused sick days in an employee's sick banks is increased from 50% to 60%. (Effective 7/21/03)

• **Clothing and Uniform Allowance** — Clothing allowance to be increased to \$170 per year (from prior \$85) effective with payment made subsequently to July 1, 2003. Uniform allowance to be increased to \$350 per year (from prior \$170) effective with payments made subsequently to July 1, 2003.

• **Tuition Refund** — The amount of tuition refund available to employees has been increased based on the following:

For those employees seeking a graduate degree the amount is \$2,000 (from current \$850), for those seeking an undergraduate degree the amount is \$1,500 (from current \$700), and \$1,200 for other approved employee development programs (from current \$600). The total amount of tuition refund may not be pyramided to exceed \$2,000 in any fiscal year. (Effective 7/21/03)

• **Memorandum of Understanding Re: Local 273, Registered Nurses** — Afternoon shift premium to be increased to \$1.00 per hour (previously was \$.75) and the night shift premium increased to \$1.10 per hour (previously was \$.85) (Effective 7/21/03)

• **Memorandum of Understanding Re: Private Car Mileage Reimbursement** — Employees shall be paid mileage at the current IRS per mile rate and is subject to change when the IRS rate changes. [Previous rate was 31¢ per mile. Current IRS rate is 36¢ per mile.] (Effective 7/21/03)

• **Memorandum of Understanding Re: Required Licenses and Renewals** — Employees who are required by the City to possess and maintain a license issued by a State, Federal or other governmental regulatory agency shall be reimbursed 50% of the fee. (Effective 7/21/03)

Adopted as follows:

Yeas — Council Members Bates, K. Cockrel, Jr., S. Cockrel, McPhail, Tinsley-Talabi, Watson, and President Mahaffey — 7.

Nays — None.

*WAIVER OF RECONSIDERATION
(No. 9) per motions before adjournment.

**Human Resources Department
Labor Relations Division
August 31, 2006**

Honorable City Council:
Re: Recommended Fringe Benefit
Changes for Non-Union employees.

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution that authorizes action to implement the following new fringe benefit changes for 2005-2008 as set forth in the attached Schedule A. Such benefit changes are identical to the changes recently imposed on the City's largest bargaining unit, AFSCME, Non-Supervisory.

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,
BARBARA WISE-JOHNSON
Labor Relations Director

By Council Member Watson:

Resolved, That eligible employees in the Non-Union classifications shall receive fringe benefit changes as recommended in accordance with the Schedule A on file with the City Clerk, and be it further

Resolved, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A

Fringe Benefit Changes

- **Funeral Leave** — Add grandmother and grandfather to the definition of immediate family.
- **Longevity** — Reduced the annual qualifying hours for a full longevity payment from 1800 to 1600.
- **Tuition Refund** — Include registration fees as eligible for reimbursement.
- **Sick Leave** — Employees are no longer required to be hospitalized or to have a chronic recurring illness for use of the reserve sick leave banks.
- **Mileage** — Payment per day increased to \$3.00 when employee is assigned to use their automobile to perform their job.

Adopted as follows:

Yeas — Council Members S. Cockrel, Collins, Conyers, Jones, Kenyatta, Reeves, Tinsley-Talabi, Watson, and President K. Cockrel, Jr. — 9.
Nays — None.

**Human Resources Department
Labor Relations Division**

August 31, 2006

Honorable City Council:
Re: Implementation of Wage Adjustments
and Certain Fringe Benefit Changes

for Employees Represented by
Emergency Medical Services Officers
Association (EMSOA).

The Labor Relations Division has recently reached agreement with the Emergency Medical Service Officers Association. Given the extensive time it will take to type and process the entire contract, it would cause an unreasonably long delay to withhold implementation until the formal contract has been prepared and presented to your Honorable Body for approval.

Therefore, in accordance with standard City procedure, this Office is recommending that your Honorable Body pass a resolution amending the 2003-2004 Official Compensation Schedule by granting a 2% general wage increase for the subject represented employees effective July 1, 2003, and similarly amend the 2004-2005 Official Compensation Schedule by granting a 2% general wage increase effective July 1, 2004. We are further requesting authorization to implement fringe benefit changes as outlined in the attached Schedule A.

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,
BARBARA WISE-JOHNSON
Labor Relations Director

By Council Member Watson:

Resolved, That the 2003-2004 and 2004-2005 Official Compensation Schedules and employee wages be amended according to the foregoing letter, and be it further

Resolved, That employees in the Emergency Medical Service Officers Association bargaining unit shall receive fringe benefit improvements as recommended in accordance with the Schedules on file with the City Clerk, and be it further

Resolved, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

**SCHEDULE A
Fringe Benefit Changes**

• Other Compensation —

1) **Cash Bonus:** Members of the bargaining unit, who are on the payroll on April 12, 2006, shall receive a \$400 cash bonus. This payment will be made as soon as possible following the date of Union ratification and the City Council's resolution approving the economic terms. This payment shall not increase the employee's base rate of pay, nor shall it be included in average final compensation for pension purposes.

2) **Persons** who are on approved leave of absence, workers compensation, long-term disability or other absence from the payroll on the date of ratification shall be eligible for the \$400 bonus upon their return to active employment.

• **Funeral Leave** — Effective April 22, 2006, add step-son and step-daughter to those relationships defined as being treated as Immediate Family which allow an employee three (3) days funeral leave.

• **Holidays and Excused Time** — Good Friday changed from half-day (4 hours) excused time to a full day (8 hours) excused day. [This change to become effective on Good Friday in 2007 and thereafter.]

• **Unused Sick Leave on Retirement** — Effective April 2, 2006, payment upon retirement, or death with 20 or more years of service, the value of unused sick days in an employee's sick banks is increased from 50% to 60%.

• **Tuition Refund** — The amount of tuition refund available to employees has been increased based on the following: For those employees seeking a graduate degree the amount is \$2000 (from current \$850), for those seeking an undergraduate degree the amount is \$1500 (from current \$700), and \$1200 for other approved employee development programs (from current \$600). The total amount of tuition refund may not be pyramided to exceed \$2000 in any fiscal year. [These increased amounts shall be effective upon approval of City Council.]

• **Memorandum of Understanding**
Re: Private Car Mileage Reimbursement — Effective April 12, 2006, employees shall be paid mileage at the current IRS per mile rate and is subject to change when the IRS rate changes.

Adopted as follows:

Yeas — Council Members S. Cockrel, Collins, Conyers, Jones, Kenyatta, Reeves, Tinsley-Talabi, Watson, and President K. Cockrel, Jr. — 9.
Nays — None.

Human Resources Department
Labor Relations Division
July 30, 2003

Honorable City Council:
Re: Recommended General Wage
Increase for Non-Union Legislative
Branch Employees.

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution amending the 2003-04 Official Compensation Schedule by granting a 2% general wage increase to eligible non-union legislative branch employees effective July 1, 2003. Such a wage increase is identical to the one recently negotiated with and ratified by the City's largest bargaining unit, AFSCME, Non-Supervisory.

We are further requesting authorization to implement the following new fringe benefit changes as set forth in the attached Schedule A.

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,
ROGER N. CHEEK
Labor Relations Director

By Council Member McPhail:

Resolved, That the 2003-2004 Official Compensation Schedule and employee wages be amended according to the foregoing letter and be it further

Resolved, That eligible employees in the Non-Union Legislative branch unit shall receive fringe benefit improvements as recommended in accordance with the Schedule A on file with the City Clerk, and be it further

Resolved, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A

Fringe Benefit Changes

• Other Compensation —

Cash Bonus: All non-union Legislative branch employees who are on the payroll on July 21, 2003 shall receive a \$400 cash bonus. This payment shall not increase the employee's base rate of pay, nor shall it be included in average final compensation for pension purposes.

Persons who are on approved leave of absence, workers compensation, long-term disability or other absence from the payroll on the date of ratification shall be eligible for the \$400 bonus upon their return to active employment.

• **Funeral Leave** — Add step-son and step-daughter to those relationships defined as being treated as immediate family which allow an employee three (3) days funeral leave. (Effective 7/21/03)

• **Work Week, Work Day, Shift Premium** — Afternoon shift premium increased to \$.70 an hour (from the prior \$.45) and the night shift premium increased to \$.75 an hour (from the prior \$.50). (Effective 7/21/03)

• **Overtime** — Employees shall receive double time (200%) for all time worked in excess of sixteen (16) hours. (Effective 7/21/03)

• **Holidays and Excused Time** — Good Friday changed from a half-day (4 hours) excused time to a full day (8 hours) excused day. [This change to become effective on Good Friday in 2004 and thereafter.]

• **Unused Sick Leave on Retirement** — Payment upon retirement, or death with 20 or more years of service, the value of unused sick days in an employee's sick bank is increased from 50% to 60%. (Effective 7/21/03)

• **Clothing and Uniform Allowance** — Clothing allowance to be increased to \$170 per year (from prior \$85) effective with payment made subsequently to July 1, 2003. Uniform allowance to be increased to \$350 per year (from prior \$170) effective with payments made subsequent to July 1, 2003.

• **Tuition Refund** — The amount of tuition refund available to employees has been increased based on the following:

For those employees seeking a graduate degree the amount is \$2,000 (from current \$850), for those seeking an undergraduate degree the amount is \$1,500 (from current \$700), and \$1,200 for other approved employee development programs (from current \$600). The total amount of tuition refund may not be pyramided to exceed \$2,000 in any fiscal year. (Effective 7/21/03)

• **Memorandum of Understanding Re: Local 273, Registered Nurses** — Afternoon shift premium to be increased to \$1.00 per hour (previously was \$.75) and the night shift premium increased \$1.10 per hour (previously was \$.85) (Effective 7/21/03)

• **Memorandum of Understanding Re: Private Car Mileage Reimbursement** — Employees shall be paid mileage at the current IRS per mile rate and is subject to change when the IRS rate changes. [Previous rate was 31¢ per mile. Current IRS rate is 38¢ per mile.] (Effective 7/21/03)

• **Memorandum of Understanding Re: Required Licenses and Renewals** — Employees who are required by the City to possess and maintain a license issued by a State, Federal or other governmental regulatory agency shall be reimbursed 50% of the fee. (Effective 7/21/03)

Adopted as follows:

Yeas — Council Members Bates, K. Cockrel, Jr., S. Cockrel, McPhail, Tinsley-Talabi, Watson, and President Mahaffey — 7.

Nays — None.

*WAIVER OF RECONSIDERATION
(No. 10) per motions before adjournment.

PPS Salary Analysis by Bargaining Unit - 12/30/09

<u>BU Code</u>	<u>Bargaining Unit Name</u>	<u># of Employees</u>	<u>Total Payroll</u>	<u>Ave. Annual</u>	<u>Ave. Hourly</u>
0100	APTE	211	\$11,547,829	\$54,729	\$26.31
1010	AFSCME Supv.	16	\$745,213	\$46,576	\$22.39
1015-1070;1090	AFSCME Supv.	53	\$2,539,625	\$47,917	\$23.04
1080	AFSCME F&L Foremen	9	\$354,165	\$39,352	\$18.92
1110-1600; 1620-					
1631	AFSCME Non-Supv.	2689	\$96,372,034	\$35,839	\$17.23
1640	AFSCME ESOs	84	\$4,010,174	\$47,740	\$22.95
1650	AFSCME Motor City Sea.	258	\$5,396,456	\$20,916	\$10.06
1740	ATU	764	\$26,617,277	\$34,839	\$16.75
1800	UAW - PAA	51	\$4,886,481	\$95,813	\$46.06
1850	UAW - Paralegals	10	\$388,574	\$38,857	\$18.68
2000	BTC - Foremen	15	\$978,137	\$65,209	\$31.35
2010-2190	BTC	233	\$12,224,617	\$52,466	\$25.22
2200	Construction Inspectors	40	\$1,660,110	\$41,503	\$19.95
2280, 2290	Tripartite Inspectors	22	\$1,304,600	\$59,300	\$28.51
3000	DPOA	2275	\$116,697,501	\$51,296	\$24.66
3100	EMMTTA	215	\$9,606,575	\$44,682	\$21.48
3200	EMSOA	21	\$1,318,700	\$62,795	\$30.19
3300	ADE	122	\$6,932,644	\$56,825	\$27.32
3350	AMI	16	\$912,000	\$57,000	\$27.40
3400	AME	38	\$2,504,200	\$65,900	\$31.68
3500	UAW - Doctors	2	\$185,162	\$92,581	\$44.51
3510	UAW - Police Investigators	12	\$565,600	\$47,133	\$22.66
3600, 3700	Field Engineers/Supervisors	2	\$75,000	\$37,500	\$18.03
3900	ACODS	45	\$1,890,630	\$42,014	\$20.20
4000 - 4070	DFFA	1113	\$66,587,233	\$59,827	\$28.76
4200	DOT Foremen	35	\$1,639,469	\$46,842	\$22.52
4210	DOT Supervisors	10	\$456,885	\$45,689	\$21.97
4220	POLC - DFOs	14	\$502,600	\$35,900	\$17.26
4400	POLC - Health	5	\$150,700	\$30,140	\$14.49
4500	Income Tax Investigators	24	\$911,557	\$37,982	\$18.26
4800	License Investigators	0		#DIV/0!	#DIV/0!
6000	Operating Engineers	75	\$3,029,602	\$40,395	\$19.42
6150	Park Management	11	\$474,265	\$43,115	\$20.73
6300	Paving Foremen	18	\$774,198	\$43,011	\$20.68
6400	DPLSA	694	\$48,056,003	\$69,245	\$33.29
6500	DPCOA - Unit I	8	\$638,400	\$79,800	\$38.37
6550	DPCOA - Unit II	26	\$2,347,000	\$90,269	\$43.40
6600	Principal Clerks	80	\$2,948,951	\$36,862	\$17.72
7100	SAAA	309	\$14,545,265	\$47,072	\$22.63
7200	UAW - SCATA	84	\$4,058,355	\$48,314	\$23.23
7250	UAW - AHSP0	15	\$786,000	\$52,400	\$25.19
7300	Sr. Chemists	43	\$2,464,758	\$57,320	\$27.56
7400	SEIU - Supervisory	5	\$170,853	\$34,171	\$16.43
7450-7700	SEIU - NonSupv	35	\$1,313,459	\$37,527	\$18.04
7800	SEIU - Prof. & Tech.	18	\$670,808	\$37,267	\$17.92
7850	Ast. Supv. Str. Mnt.	4	\$194,000	\$48,500	\$23.32

8000 - 8430	Teamsters	545	\$18,319,147	\$33,613	\$16.16
8800	UWA - #488	49	\$1,848,061	\$37,716	\$18.13
8900	UWA - #504	11	\$380,200	\$34,564	\$16.62
8910	UWA - #531	6	\$322,800	\$53,800	\$25.87
Various	Non Union - Classified	1051	\$58,665,478	\$55,819	\$26.84
9020, 9030, 9040,					
9060, 9070, 9080,					
9100, 9140	Non Union - Exec Appt.	138	\$6,106,374	\$44,249	\$21.27
9130 - 9131	Non Union - Legis. Appt.	95	\$5,302,914	\$55,820	\$26.84
9145 - 9146	Non Union P&F	22	\$1,189,231	\$54,056	\$25.99
9200	Non Union - SS	35	\$744,305	\$21,266	\$10.22
	Total	11781	\$555,312,175	\$47,136	\$22.66

Various	General City Unionized	6004	\$234,042,287	\$38,981	\$18.74
Various	General City Non Union	1319	\$70,819,071	\$53,691	\$25.81
3000; 3100; 3200;					
4000 -					
4070; 6400; 6500;					
6550	Act 312 Unionized	4436	\$249,261,586	\$56,191	\$27.01
9145 - 9146	P&F Non Union	22	\$1,189,231	\$54,056	\$25.99
		11781	\$555,312,175		

Union and Non-					
Union	General City	7323	\$304,861,358	\$41,631	\$20.01
All Uniformed	Police and Fire	4458	\$250,450,817	\$56,180	\$27.01
		11781	\$555,312,175		